



2015  
July

## EMPLOYER NEWSLETTER

### Obergefell et al v. Hodges et al

On Friday, June 26, 2015, the Supreme Court of the United States of America issued its opinion in the case of *Obergefell et al v. Hodges et al*. The Supreme Court's decision held that the U.S. Constitution guarantees same-sex couples the right to marry. Accordingly, all states must recognize same-sex marriages.

The State and School Employees' Health Insurance Plan's (Plan) definition of an eligible dependent includes, effective June 26, 2015, the same-sex spouse of an eligible employee and/or participating retiree. For more information regarding the enrollment of a same-sex spouse, please visit the "Employer Unit" section of the Plan's website at [www.KnowYourBenefits.dfa.ms.gov](http://www.KnowYourBenefits.dfa.ms.gov) and click on "[Obergefell et al v. Hodges et al](#)."

### Site Champion Conference

We are pleased to announce that the *Motivating Mississippi - Keys to Living Healthy* annual site champion training conference series will be held in Tupelo on August 25, in Jackson on August 26, and in Hattiesburg on August 27. The conferences are open to all site champions. The registration packet

can be found on our website at [www.KnowYourBenefits.dfa.ms.gov](http://www.KnowYourBenefits.dfa.ms.gov) on the "*Motivating Mississippi - Keys to Living Healthy*" page. Please contact Claire Whittington for more information.



### Benefit Seminars

The Plan will host five benefit training seminars across the State during the month of September. Each seminar will review the same topics, including a summary of the 2016 Plan benefit changes, an introduction to the new transparency application by Castlight Health, and a discussion on the monthly premium billing and reconciliation. The seminars are open to all HR and payroll staff, and you will have an opportunity to ask questions. A registration packet will be made available in the coming weeks. Please contact Claire Whittington for more information.

### Revised Application for Coverage

The Plan's application for health insurance coverage has been updated to incorporate recent changes. Section C has been updated to include a question regarding tobacco use. This question will replace the requirement for new employees to complete the Tobacco Use Attestation Form. Current employees are still required to complete a Tobacco Use Attestation Form, if they have not already done so. Section E has been updated to allow participants to choose a dependent spouse's gender.

The revised application is now available in the "Employer Unit" section of the Plan's website at [www.KnowYourBenefits.dfa.ms.gov](http://www.KnowYourBenefits.dfa.ms.gov).

### Don't Get Blocked

Email allows us to reach employer units and participants with the news and information they need about Plan changes quickly and efficiently. The

Plan's new transparency tool from Castlight Health, scheduled to launch this fall, will allow participants to shop around for doctors and services that are right for them based on quality rating, price, and location. In order for you to receive valuable information from Castlight about this new service, please be sure to add Castlight to your unit's whitelist. By adding Castlight to your whitelist, you can help ensure that these email messages don't get caught in your spam filter, or get blocked altogether. To access the whitelisting process guide, go to the "Employer Unit" section of the Plan's website at [www.KnowYourBenefits.dfa.ms.gov](http://www.KnowYourBenefits.dfa.ms.gov) and click on "[Castlight Whitelisting Guide](#)."

## FAST FACTS

6/26/15

Supreme Court Decision regarding same sex marriage

9/2015

Benefit Seminars will be held in September 2015.

## MORE INFORMATION

[KnowYourBenefits.dfa.ms.gov](http://www.KnowYourBenefits.dfa.ms.gov)

### Have Questions?

We've got answers.

Contact Claire Whittington at [Claire.Whittington@dfa.ms.gov](mailto:Claire.Whittington@dfa.ms.gov)